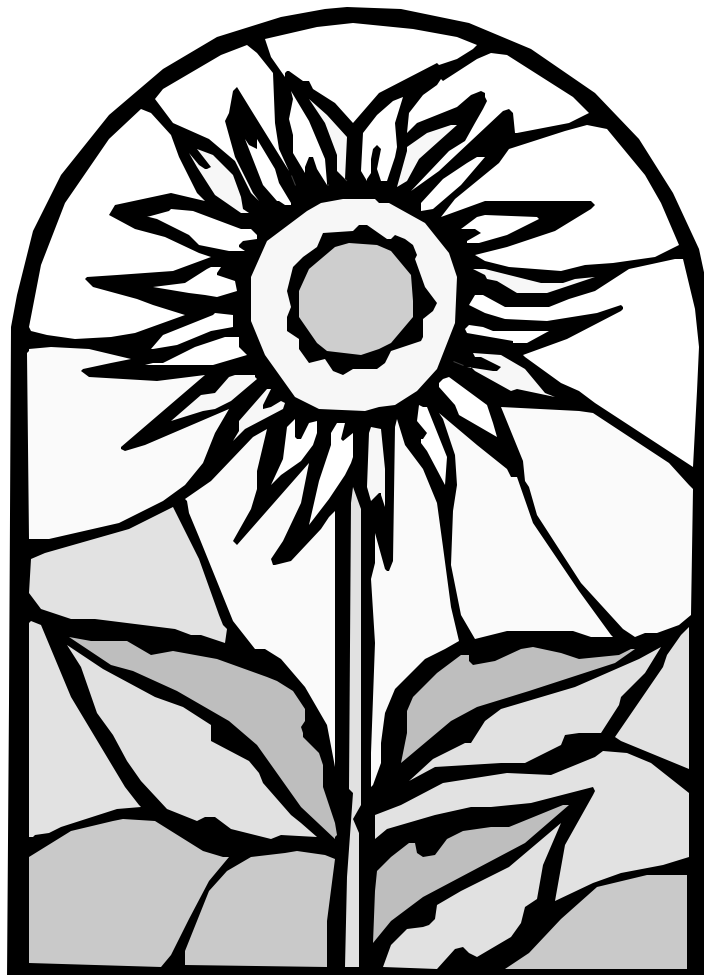
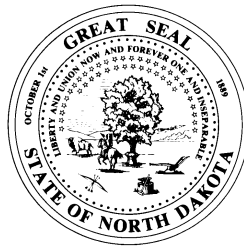


# RELIGIOUS EMPLOYMENT IN NORTH DAKOTA



2000

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**Governor  
John Hoeven**



1000 E Divide Ave  
PO Box 5507  
Bismarck, ND 58506-5507

Primary Researcher  
Craig Koch

Executive Director  
Maren L. Daley

Prepared by  
Labor Market Information Center

Director of Employment Statistics  
& Workforce Programs  
Korrine Lang

Labor Market Information Manager  
Duane Broschat

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## FAITH AND THE FREE MARKET

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While not officially recognized as such, religion has become a worldwide industry generating billions of dollars annually, through both donations and commercial ventures. Americans alone contributed over \$100 billion dollars to religious organizations in the past year, most going to churches. But like every industry, it is prone to trends and challenges. Membership growth is stagnant at best, congregations in rural areas continue to struggle, and alternative options to traditional practices are prevalent. Is traditionalism in trouble? If it is, will commercialization be its salvation?

Today, religion is dramatically increasing its economic influence, using modern capitalist means to expand its reach. Marketing is a prime example. Churches are constructing and implementing marketing plans using demographic trend information (birth rates, marriage trends, migration patterns) to attract and retain adherents. The “megachurch” phenomenon is a result. Large metropolitan institutions are mimicking marketing techniques employed by major corporate entities, resulting in increasingly larger numbers of congregants. While achieving higher numbers is desirable and often necessary for survival, some conclude it may overtake the importance of the church itself. Yet others argue, if utilized properly, demographic information can lead to increased church development and sponsorship of localized programs that benefit those most in need today and beyond.

**Who is more likely to attend church in any given week?**

Over 65	57%
Under 30	30%
Female	46%
Male	36%
Rural	47%
Urban	33%

Source:  
Gallup Poll April 2001

Commercialism has not only changed the way religion promotes itself, but the religious experience is also evolving and taking on broader meaning. As a generation raised on practicality and convenience, teens and younger adults are shaking off ritual and tradition and embracing alternatives. These alternatives collectively form the multibillion-dollar

**Worldwide Religion Membership**

Christianity	2 billion
Islam	1.3 billion
Hinduism	900 million
Nonreligious	850 million
Buddhism	360 million
Sikhism	23 million
Judaism	14 million

Source:  
Adherents.com August 2001

“experience” industry, masking personal enrichment as religion. Seminars, retreats, and continuing education classes are substituting for traditional religious practices, thereby filling a supposed spiritual void felt by younger and older adults alike. Church affiliation seems less of a concern.

Religion is taking a more proactive, some would say aggressive, approach in marketing their message. To get the word out to a new generation of potential worshippers, all media formats – books, music, movies, television, radio – have been utilized by the largest religions, especially

Christians, and it has been quite successful. In 2000, nationwide sales of Christian related media materials, one of the fastest growing segments of the media industry, totaled over three billion dollars and sales continue to grow. Christian rock festivals are

becoming increasingly popular, Christian movies have been extremely profitable, and Christian books are flying off the shelves. A Christian Wrestling Federation? It exists. Even billboards, customarily used to sell commercial products to an increasingly mobile public, have posted advertisements with a message - “attention deficit sermons” - yet another example of religion trying to get the word out. Some say these are necessary moves by religions to tailor their message through multiple mediums in the hopes of attracting the youth population, a critical future success factor. As competition for this demographic intensifies, so do marketing efforts. Like any second language, if taught early enough, it becomes second nature, and marketing is a second language of sorts commonly cognized by today’s seemingly fractured youth segment. Again, marketing has become a way to reach a generation raised on an endless diet of sales pitches, testimonials, and advertising campaigns.

With a large segment of adherents on-line, the Internet has also become an integral marketing tool used by religious organizations to sell salvation and generate revenue. Major media advertising is nothing new for congregations, but worldwide acceptance of the Internet has pushed many to the development and maintenance of their own websites. The Internet is being touted as the next frontier in the religious experience, but will it live up to the declaration? It remains to be seen. There is little doubt that churches use the Internet to advertise their services, but will the “experience” translate via the Internet? While only 16 percent of teens say the Internet will substitute for their current church-based religious experience in the next five years, the seemingly non-existent physical and spiritual boundaries disproportionately appeal to younger generations. Whether virtual faith becomes a working reality is unclear, but the omnipotent nature of the Internet makes it almost an inevitable.

Even though 71 percent of Americans never doubted the existence of God, fewer are attending church on a consistent basis.

About half attend religious services once a month or never. Fueled by feelings of spiritual disenfranchisement, people are becoming intrigued with the idea of customizing their religion to fit their tastes and lifestyles. While teens’ beliefs are stable over time, reported church attendance continues to fall. Teens cite that most traditional churches do not help people find the meaning in life. If church attendance is no longer a cornerstone of religious or spiritual celebration, where are people turning to get spiritual guidance?

#### **A Virtual Congregation?**

- ◆ Presently, 8 percent of adults and 12 percent of teenagers use the Internet for religious purposes.
- ◆ Less than 1 percent of all adults and 2 percent of teens currently use the Internet as a substitute for a physical church.

Source: Barna Research Group May 2001

#### **Spirituality and the Internet**

- ◆ 10 percent of non-Christians and 14 percent of Christians seek spiritual input via the Internet
- ◆ 4 percent of teens use the Internet for religious experiences.

Source: Barna Research Group October 2000

Religious organizations have a history of business affiliations, most notably health care, education, and social services, and we still see many of these affiliations in North Dakota.

Regionally, religion’s demands have generated economic development opportunities. Traditionally, kosher foods play an important role

in the Jewish religion, spawning an entire U.S. industry that grew over 10 percent in the last decade. With that in mind, another religion, Islam, poised to become the second largest religion in the United States, echoes this trend as it has become necessary to provide foods that adhere to a Muslim's strict religious diet. In order to satisfy the growing national demand, and due to the close proximity of the raw input, a manufacturing facility has been established in rural North Dakota to produce acceptable beef products for practicing Muslims across the country. Business is expected to be brisk. Even the clothing business is not immune to religion's impact. A couple of North Dakota entrepreneurs will market a clothing line with a Christian theme. It will be more or less directed to a younger generation of worshippers looking for cool, hip clothes with

a message. The initial marketing focus will target Christian music festivals, Christian bookstores, and the Internet. Just a few examples of how religion affects North Dakota's economic and entrepreneurial spirit.

#### **Tithing in Trouble?**

- ◆ 78 percent of all adults donated money to a non-profit organization or church in 2000.
- ◆ The average giving per person dropped 15 percent in 2000; dropped more than one-third since 1998.
- ◆ Six out of every ten dollars given to non-profit organizations went to churches.
- ◆ The average church donor contributed \$649 to churches in 2000, down from \$806 in 1999.
- ◆ One of every six adults (17%) claims to tithe, but when comparing incomes only 6% actually donated one-tenth of their earnings.

Source: Barna Research Group June 2001

In an effort to share scarce and critical resources, traditional denominations have started to merge many of their commonalties, but doctrinal conflicts continue to hinder completion. The Evangelical Lutheran Church in America (ELCA) and Episcopalian denominations disagree over such a

proposed combination, which would initiate the sharing of clergy and communion. These actions are seen as critical for the survival of many isolated, financially challenged rural churches. Closure may be the only option faced by many rural churches without pooling of such resources. Recently, the National Trust for Historic Preservation declared a large number of North Dakota's prairie churches endangered places. There is now a push to rescue these social and spiritual landmarks from deterioration and destruction.

Religion is more than a debatable concept, an institution, critics say, whose time has passed. Religion has been a building block for many, rooting itself in community, culture, and society as a whole. Religion plays an influential role in modern day choices relating to school selection, political affiliation, and even consumer products. The line between commercialistic and traditionalistic sects is becoming increasingly blurred. But while religion's survival could hinge on underutilized, unorthodox concepts long deemed unacceptable to traditional practices, for better or for worse, it continues to be mankind's most polarizing concept.



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## THE SURVEY

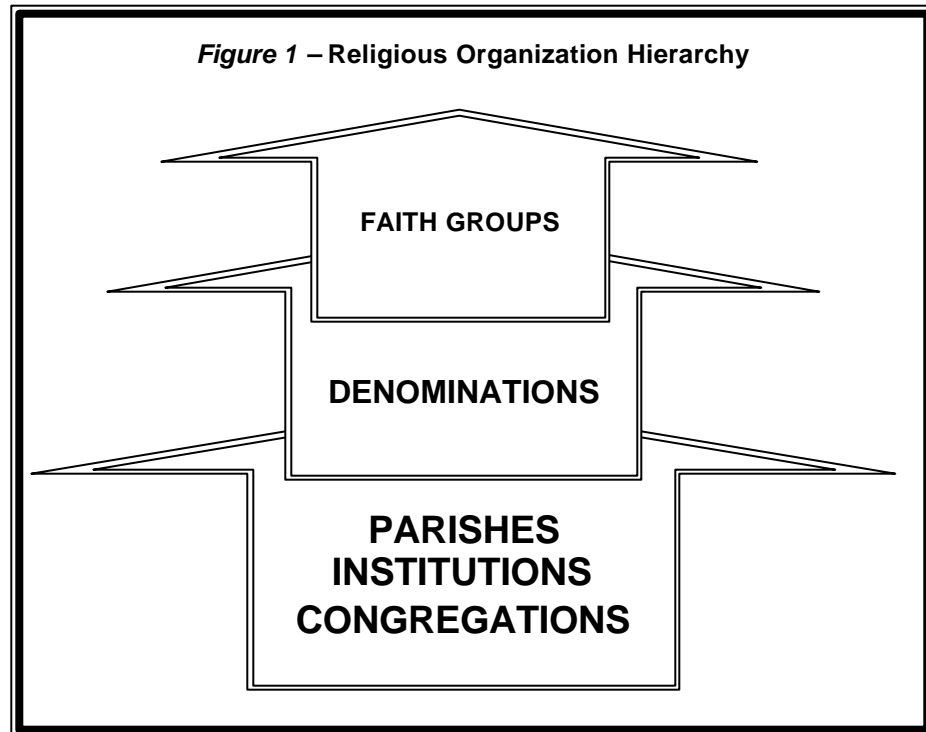
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Between 1890 and 1946, the U.S. Census Bureau intermittently collected religious data. However, due to strong objections in the aftermath of World War II by many groups, particularly the Jewish community, the religious census was suspended and never resumed. This survey deals specifically with religious institutions and employment in North Dakota. We did not seek information regarding congregant populations or religious affiliations.

In the three years since the last religious employment survey, North Dakota's religious employment picture remains fairly static. The most compelling finding concerns population shifts and religion's adaptability. But underlying the stable institutional and employment numbers is a struggle to keep the identity, social connection, and soul of small communities alive.

In order to fully understand the findings, it is important to define certain terms and concepts within this publication.

For the purposes of this survey, the term 'institution' refers to any and all individual parishes, congregations, churches, etc. regardless of religious affiliation. Monasteries, camps, and regional offices are also considered institutions, and included the survey's results.



'Congregation' is broadly defined as any organized religious gathering, which may or may not be tied to a permanent physical location. A physical location is not necessarily a prerequisite for congregational consideration. Terms such as 'congregation,' 'church,'

and ‘parish’ are used interchangeably throughout this publication, which should not be construed as an endorsement of one religion over another.

A denomination is a collection of institutions with a specified religious affiliation. A faith group is a grouping of denominations, whose categories reflect theological, religious commonalities. The purpose of a ‘faith group’ is to include those denominations that might otherwise be excluded in the statistical analysis. For a breakout of the faith group and denomination structure used in this report, turn to page 25 for further detail.

Our religious institutions are exempt from participating in the state’s unemployment insurance program, thus limiting the ability to monitor religious institution and religious employment levels. So every few years, the Labor Market Information Center of Job Service conducts a religious employment survey. The survey has been an infrequent tool used over the past 20 years, but in 1997 the survey and subsequent publication were overhauled to include detailed state denominational and occupational information. Specific wage and membership information was not requested.

Religious institutions were asked to provide the number of employees belonging to one of ten occupational categories. The only requirement was that the employee (either part-time or full-time) earned at least \$50 during the survey period. The institutions were also asked to omit any casual labor not usually done in the course of the religious organization’s activities, contractual workers, pensioners, and unpaid volunteers. Religiously affiliated hospitals, schools, and nursing homes were not to be included in this survey. Youth camps were once again counted, but not included in the their respective religious denomination totals. Instead, they were placed in a ‘CAMP’ denominational category under the faith group ‘OTHER.’

Institutional existence was verified through rosters obtained by contacting the appropriate regional offices. Institutions were initially contacted via a mail survey and two subsequent follow-ups. Telephone calls were also placed to improve the response rate. Of the 1,691 religious institutions in the state, 1,428 completed and returned the survey, resulting in an 84 percent response rate. Employment was conservatively estimated for the remaining institutions, based on historical patterns and demographic similarities.

A growing trend in rural North Dakota is the sharing of resources, most notably clergy, by two or more institutions, resulting in the formation of congregational networks. In these instances, even though resource sharing is occurring, each congregation is counted independently regardless of network affiliation. Again, if an employee works for more than one institution, that employee is represented in the employment counts of each institution where he or she earns at least \$50 a month. This is consistent with the method used to determine covered employment. Jobs are counted, not workers.

There has been a revision in the way institutions are assigned their geographic location, affecting mostly rural congregations. In the 1997 survey, geographic locations were assigned based on an institution’s mailing address, but the institution’s mailing address is not always its physical location. Many of the aforementioned congregation networks

perform administrative duties from one location leading to possible geographic misrepresentation. For the 2000 survey, a field was added to distinguish between the two variables, thus placing institutions in a more accurate geographic location category.

There are five dually affiliated denominations represented by 12 institutions and 30 employees. To avoid institutional double counting, these dual affiliations were treated separately and not included in final tallies of either affiliated denomination; instead, they were treated as unique denominational entities. Their institutional and employment counts were lumped together and added to the final totals. This should ensure accurate tracking in future surveys of a growing segment in North Dakota's religious landscape.

This religious employment survey is the first to use 2000 Census population data, resulting in a more accurate and timely snapshot of the demographics affecting religion activity in North Dakota. The 1997 survey was limited to 1990 Census information.



## DENOMINATIONS

North Dakota currently houses 70 denominational categories, each adhering to one of eight faith group categories. Those institutions not affiliated with any religious organization are considered 'non-denominational,' and as such constitute their own denominational category. Due to the increased interest in such groups, it is important to be able to track this religious segment.

North Dakota's ten largest denominations make up 76.5 percent of the institution total and 82.7 percent of the religious employment total. Since the 1997 survey, the state realized a 1.5 percent increase in the number of institutions with equal increases occurring among the state's largest and smallest denominations. The state also saw an aggregate increase in religious employment of 5 percent, limited mostly to the largest denominations in the most populated areas. Over the last survey period, the ten largest denominations slightly strengthened their presence in the state, increasing institution counts by 1.4 percent and employment levels 8 percent, while all other denominations combined gained 1.5 percent and lost 7.2 percent, respectively. Of note in the 2000 survey, there are three religious denominations tied for ninth place in the top ten listing, resulting in a representation of eleven denominations and lopsided 1997 comparisons. When looking strictly at 1997's top ten denominations and their respective activity in 2000, we find a decrease in the institution count (-17 institutions, -1.3 percent), but an increase in employment (+226 employees, +6.5 percent).

**Table 1 – 10 Largest Denominations by Number of Institutions**

<u>Religious Denomination</u>	<u>Number of Institutions</u>	<u>Percent of Total</u>	<u>Total Religious Employment</u>	<u>Percent of Total</u>	<u>Employment per Institution</u>
Evangelical Lutheran Church in America	467	27.6%	1,478	32.8%	3.2
Roman Catholic	287	17.0%	1,139	25.3%	4.0
United Methodist Church	118	7.0%	274	6.1%	2.3
Missouri Synod Lutheran	94	5.6%	231	5.1%	2.5
Assembly of God	64	3.8%	172	3.8%	2.7
Presbyterian Church, USA	60	3.5%	141	3.1%	2.4
United Church of Christ	49	2.9%	88	2.0%	1.8
Southern Baptist Church	47	2.8%	59	1.3%	1.3
Seventh Day Adventists	36	2.1%	28	0.6%	0.8
Association of Free Lutheran Congregations	36	2.1%	71	1.6%	2.0
Non-denominational	36	2.1%	52	1.2%	1.4
All Other Denominations	397	23.5%	777	17.2%	2.0
Statewide Total	1,691		4,510		2.7

Of the nearly 1,700 religious institutions, 27.6 percent are Evangelical Lutheran Church in America (ELCA) parishes. This denomination also claims the largest percent of the state's religious employment with close to 33 percent, which averages out to 3.2

employees per institution. The next largest denomination, Roman Catholic, captures 17 percent of the state's religious institutions and 25.3 percent of religious employment. Roman Catholics hold the distinction of having the highest average employment per institution (4.0) among the state's largest denominations. Together, the ELCA and Roman Catholic denominations account for 44.5 percent of the state's religious institutions and 58 percent of the state's religious employment. The remaining denominations in the top ten each account for 7 percent or less of the state's religious institutions and religious employment. The remaining 60 denominations account for less than 25 percent of the state's total religious institutions and 17.2 percent of total religious employment.

Approximately 73 percent of North Dakota's denominations each account for less than 1 percent of the state's religious institutions and employment. Due to the relatively small share of religious institutions and employment contributed by most of North Dakota's denominations, faith groups were created to make broader statistical comparisons and protect confidentiality. For a breakdown of the faith group structure, please refer to the Faith Group and Denomination Directory on page 25. The faith groups contain all of the state's 70 denominations and over 4,500 religious employees. The largest faith group is also home to North

Dakota's largest denomination (ELCA).

Lutherans have 37.7 percent of the state's religious institutions and 41.4 percent of religious employment.

Other Reformation Churches have the second highest concentration of religious

institutions (18.2

percent), whereas Catholics hold the second highest concentration of religious employment (25.3 percent). The large denominations are driving the state's religious employment.

**Table 2 – Institution and Employment Breakdown by Faith Group**

<u>Faith Group</u>	<u>Number of Institutions</u>	<u>Percent of Total</u>	<u>Total Religious Employment</u>	<u>Percent of Total</u>	<u>Employment per Institution</u>
LUTH	638	37.7%	1,865	41.4%	2.9
CATH	293	17.3%	1,142	25.3%	3.9
REFORM	307	18.2%	653	14.5%	2.1
BAPT	128	7.6%	230	5.1%	1.8
NONDE	36	2.1%	52	1.2%	1.4
EVAN	113	6.7%	219	4.9%	1.9
PENT	107	6.3%	238	5.3%	2.2
OTHER	<u>69</u>	4.1%	<u>111</u>	2.5%	1.6
TOTAL	1,691		4,510		2.7

(See the Faith Group and Denomination Directory on page 25 for further detail.)

## COUNTIES

Compared to the 1997 religious employment survey, North Dakota's ten most populous counties experienced a 2.4 percent increase in religious institutions and a 7.7 percent increase in religious employment. The balance of state climbed 0.8 percent in religious institutions and 1.5 percent in religious employment. Overall, the state climbed 1.5 percent and 5 percent, respectively. The same ten counties show a 6.1 percent increase in population over 1990, whereas the rest of the state experienced a collective 9.6 percent drop. These statistics bear out the migration trends to the North Dakota's population centers and the related shift in religious employment.

Looking at North Dakota's five most populous counties, the four that gained population did so because of their largest cities. Between 67 and 231 percent of a county's increase was the result of substantial gains in its largest city. Grand Forks was the only county in the top five to lose population, but the city of Grand Forks only contributed 2 percent to the county's overall 6.5 percent decline.

North Dakota's religious institutions and religious employment are not consolidating as quickly as its population. The ten largest counties account for 69.4 percent of the state's population, 42.6 percent of the religious institution total, and 58.5 percent of religious employment.

Population per institution is a measurement of the average number of potential and current parishioners served by any single institution. Institutions in the largest counties serve the most people and, according to 2000 Census results, numbers are on the rise. The five counties with the highest populations per institution all serve 500 or more people. These are also the most heavily populated counties, with the anomaly being

**Table 3 – North Dakota's 10 Largest Counties by Population**

<u>County</u>	<u>Population</u>	<u>Percent of Total</u>	<u>Number of Institutions</u>	<u>Percent of Total</u>	<u>Total Religious Employment</u>	<u>Percent of Total</u>	<u>Employment per Institution</u>
Cass	123,138	19.2%	153	9.0%	681	15.1%	4.5
Burleigh	69,416	10.8%	85	5.0%	425	9.4%	5.0
Grand Forks	66,109	10.3%	94	5.6%	340	7.5%	3.6
Ward	58,795	9.2%	101	6.0%	314	7.0%	3.1
Morton	25,303	3.9%	49	2.9%	146	3.2%	3.0
Stark	22,636	3.5%	47	2.8%	139	3.1%	3.0
Stutsman	21,908	3.4%	56	3.3%	165	3.7%	2.9
Williams	19,761	3.1%	54	3.2%	156	3.5%	2.9
Richland	17,998	2.8%	49	2.9%	198	4.4%	4.0
Rolette	13,674	2.1%	32	1.9%	71	1.6%	2.2
Balance of state	<u>203,462</u>	31.6%	<u>971</u>	57.4%	<u>1,875</u>	41.5%	1.9
ND Statewide	642,200		1,691		4,510		2.7

Oliver County. This county has an extremely low religious institution and employment count, resulting in amplified levels. Not surprisingly, counties with low populations per institution generally have low population counts; counties with large populations report the highest number of people per institution. In general, low population counts, and not an abundance of institutions, contribute to low institutional population densities. This affords institutions in the largest counties the opportunity to serve five times as many people as those in the smallest counties.

Cass County is the “religious” center of North Dakota led by the city of Fargo. It has the largest number of religious institutions and religious employment. Cass County accounts for 9 percent of the state’s religious institutions and 15 percent of the state’s religious employment.

An important accessibility measurement of available services is location of and distance between parishes, especially as populations consolidate. Five of North Dakota’s ten largest counties in terms of square mileage are also the most populated. North Dakota’s most populated counties (Cass, Burleigh, Grand Forks, and Ward) also have some of the

**Table 4 – North Dakota’s 10 Largest Counties by Area**

<u>Population Rank</u>	<u>County</u>	<u>Square Miles</u>	<u>Number of Institutions</u>	<u>Sq Miles per Institution</u>	<u>Total Religious Employment</u>	<u>Employment per Institution</u>	<u>Total Clergy</u>	<u>Sq Miles per Clergy</u>
24	McKenzie	2,742.0	30	91.4	53	1.8	23	119.2
7	Stutsman	2,221.4	56	39.7	165	2.9	52	42.7
14	McLean	2,110.0	43	49.1	106	2.5	38	55.5
8	Williams	2,070.5	54	38.3	156	2.9	69	30.0
4	Ward	2,012.9	101	19.9	314	3.1	99	20.3
34	Dunn	2,009.6	10	201.0	20	2.0	9	223.3
5	Morton	1,926.3	49	39.3	146	3.0	48	40.1
21	McHenry	1,874.1	31	60.5	44	1.4	26	72.1
20	Mountrail	1,823.9	31	58.8	45	1.5	24	76.0
1	Cass	1,765.2	153	11.5	681	4.5	193	9.1

lowest average number of miles between institutions. The odds for greater denominational diversity increase in areas with a lower number of square miles per institution. The lower a county’s average square miles between institutions, the chances are greater that religious services will be available within a reasonable distance. Again, North Dakota’s most populous counties have the advantage. Cass, Grand Forks, Burleigh, and Ward Counties average less than 20 square miles per institution.

Conversely, the five counties with the highest average miles between institutions average between 111 and 406. The state average is just under 41 miles. Forty-three percent of North Dakota’s counties do better than the state average. Adherents in counties with a larger number of miles between institutions may experience difficulty in readily locating a parish that fits their needs. These counties are also the least densely populated in the state.

**- Table 5 -  
Clergy per Institution  
(ND Counties)**

Williams	1.28	Divide	0.89
Cass	1.26	Walsh	0.89
Richland	1.22	Dickey	0.89
Burleigh	1.22	McLean	0.88
Steele	1.13	Burke	0.88
Bowman	1.07	McIntosh	0.88
Grand Forks	1.06	Pembina	0.88
Stark	1.04	Cavalier	0.86
Traill	1.03	Bottineau	0.84
Oliver	1.00	McHenry	0.84
Ward	0.98	Eddy	0.83
Morton	0.98	Emmons	0.83
ND Statewide	0.97	Nelson	0.83
Griggs	0.95	Kidder	0.80
Renville	0.94	Sheridan	0.80
Ramsey	0.94	Hettinger	0.79
Foster	0.93	Mountrail	0.77
Stutsman	0.93	Sargent	0.77
Towner	0.92	Pierce	0.77
Barnes	0.92	McKenzie	0.77
LaMoure	0.92	Adams	0.76
Benson	0.91	Wells	0.76
Ransom	0.91	Golden Valley	0.67
Grant	0.90	Slope	0.67
Dunn	0.90	Sioux	0.60
Logan	0.90	Rolette	0.59
Mercer	0.90	Billings	0.50

Statewide, only eight counties have lower square miles per clergy averages, when compared to their institutional square mileage average. All but two of these eight counties have the distinction of also being one of the ten most populated in North Dakota. This measurement can be important when looking at clergy shortages. The higher the average square miles per clergy, the more likely it is that an area is experiencing a shortage and the more likely it is to be a less densely populated county (exceptions are those counties with lower square mileage and higher than average religious institution and employment levels). Technological advancements could render this measurement, as well as many others, useless. Rural connectivity may encourage options like the Internet or other interactive mediums.

Religious institutions may not be aggressively following the statewide trend of consolidation, but those institutions that remain open are finding it more difficult to employ the clergy necessary to perform the needed services. Only 19 percent of North Dakota's 53 counties have at least a 1:1 ratio between institutions and clergy, and only 23 percent have ratios above the state average of 0.97. This once again emphasizes the problem the state faces in attracting clergy to isolated areas of the state. Going forward, clergy, an already rapidly aging occupational category, will become harder to replace as large urban centers compete for the same highly-in-demand professionals that many rural areas crave.



## CITIES

The ten most populous cities account for 49.2 percent of the state's total population, 24.1 percent of the state's religious institutions, and 42.2 percent of religious employment.

<b>Table 6 – North Dakota's 15 Largest Cities by Population</b>								
<u>City</u>	<u>Population</u>	<u>Percent of Total</u>	<u>Number of Institutions</u>	<u>Percent of Total</u>	<u>Total Religious Employment</u>	<u>Percent of Total</u>	<u>Total Clergy</u>	<u>Percent of Total</u>
Fargo	90,599	14.1%	85	5.0%	493	10.9%	127	7.8%
Bismarck	55,532	8.6%	69	4.1%	395	8.8%	90	5.5%
Grand Forks	49,321	7.7%	53	3.1%	253	5.6%	63	3.8%
Minot	36,567	5.7%	65	3.8%	245	5.4%	66	4.0%
Mandan	16,718	2.6%	22	1.3%	89	2.0%	24	1.5%
Dickinson	16,010	2.5%	27	1.6%	72	1.6%	22	1.3%
Jamestown	15,527	2.4%	29	1.7%	133	2.9%	30	1.8%
West Fargo	14,940	2.3%	16	0.9%	65	1.4%	18	1.1%
Williston	12,512	1.9%	28	1.7%	102	2.3%	42	2.6%
Wahpeton	8,586	1.3%	15	0.9%	57	1.3%	28	1.7%
Devils Lake	7,222	1.1%	16	0.9%	45	1.0%	16	1.0%
Valley City	6,826	1.1%	19	1.1%	95	2.1%	19	1.2%
Grafton	4,516	0.7%	14	0.8%	47	1.0%	14	0.9%
Beulah	3,152	0.5%	13	0.8%	33	0.7%	13	0.8%
Rugby	2,939	0.5%	15	0.9%	30	0.7%	14	0.9%
Balance of state	<u>301,233</u>	46.9%	<u>1,205</u>	71.3%	<u>2,356</u>	52.2%	<u>1,051</u>	64.2%
ND Statewide	642,200		1,691		4,510		1,637	

The five largest cities account for 38.7 percent of the state's population, yet they account for only 17.3 percent of the institutions and 32.7 percent of religious employment. Fargo employs 11 percent of the state's religious employees and houses 5 percent of the state's religious institutions. Only five of the ten largest cities had any population growth since the 1990 Census. Consistent with county growth patterns, four of the ten most populous cities posted increases of 10 percent or higher; all four tied to North Dakota's MSAs (Metropolitan Statistical Areas). All but two of North Dakota's largest cities account for more than 60 percent of their home county's population; five cities account for over 70 percent. The city of Bismarck houses 80 percent of Burleigh County's population (Bismarck holds 81 percent of Burleigh's religious institutions and 92.9 percent of its religious employment). Consolidation is accelerating more quickly in North Dakota counties housing the state's largest cities, becoming beacons of religious breadth and diverseness.

<b>- Table 7 -</b>			
<b>Clergy per Institution</b>			
<b>(ND's 15 Largest Cities)</b>			
Wahpeton	1.87	Minot	1.02
Williston	1.50	Devils Lake	1.00
Fargo	1.49	Valley City	1.00
Bismarck	1.30	Grafton	1.00
Grand Forks	1.19	Beulah	1.00
West Fargo	1.13	ND Statewide	0.97
Mandan	1.09	Rugby	0.93
Jamestown	1.03	Dickinson	0.81

In the 1997 survey, a sample of twenty select North Dakota cities and towns varying in population and geographic location were chosen to make assorted collective comparisons. For this publication, we have included a follow-up look at these cities and

**Table 8 – Select Statistics for 20 Select Cities**

<u>City</u>	<u>County</u>	<u>Population</u>	<u>Denominations Present</u>	<u>Population per Denomination</u>	<u>Population per Institution</u>	<u>Population per Clergy</u>
Beulah	Mercer	3,152	13	242.5	242.5	242.5
Bismarck	Burleigh	55,532	39	1,423.9	804.8	617.0
Bottineau	Bottineau	2,336	10	233.6	194.7	212.4
Bowman	Bowman	1,600	6	266.7	266.7	228.6
Cando	Towner	1,342	5	268.4	268.4	268.4
Carrington	Foster	2,268	10	226.8	206.2	226.8
Cooperstown	Griggs	1,053	6	175.5	150.4	150.4
Crosby	Divide	1,089	5	217.8	155.6	181.5
Devils Lake	Ramsey	7,222	14	515.9	451.4	451.4
Dickinson	Stark	16,010	21	762.4	593.0	727.7
Elgin	Grant	659	6	109.8	94.1	94.1
Ellendale	Dickey	1,559	8	194.9	173.2	194.9
Fargo	Cass	90,599	38	2,384.2	1,065.9	713.4
Hankinson	Richland	1,058	4	264.5	151.1	151.1
Harvey	Wells	1,989	9	221.0	165.8	221.0
Linton	Emmons	1,321	5	264.2	264.2	220.2
Mohall	Renville	812	4	203.0	203.0	203.0
Underwood	McLean	812	7	116.0	101.5	101.5
Velva	McHenry	1,049	3	349.7	349.7	349.7
Walhalla	Pembina	1,057	6	176.2	176.2	176.2

towns, a cross section comparison using updated census numbers. Overall, the twenty select cities enjoyed an 11.5 percent jump in population, close to a net gain of 20,000 people (largely skewed by Fargo's and Bismarck's population contribution of close to 23,000 people). There was an overall gain (+0.9 percent) in denominations present, inversely pushing down the population per denomination ratio. There was considerable strength in the population per institution (+9.9 percent) and per clergy (+13.5 percent) ratios, but this is attributed to stronger population growth in only four of the twenty select cities.

## OCCUPATIONS

The top five denominations account for 76.2 percent of all religious employment. Alternately, North Dakota's top five cities hold 32.7 percent. The five largest denominations account for 69.6 percent of all clergy in the state. The top five cities house just 22.6 percent of cleric employment. Consolidation is not necessarily encouraging

**Table 9 – Occupation Distribution in North Dakota's Largest Denominations and Cities**

<u>Occupation</u>	<u>Total Employees</u>	<u>Top Five Denominations</u>	<u>Percent of Total</u>	<u>Top Five Cities</u>	<u>Percent of Total</u>
Clergy	1,637	1,139	69.6%	370	22.6%
Secretary	710	549	77.3%	246	34.6%
Housekeeper	131	115	87.8%	34	26.0%
Bookkeeper	194	159	82.0%	81	41.8%
Musician	525	464	88.4%	188	35.8%
Custodian	592	443	74.8%	185	31.3%
Youth Director	144	106	73.6%	83	57.6%
Religious Ed Director	154	142	92.2%	76	49.4%
Lay Ministry Director	46	35	76.1%	31	67.4%
Other	<u>377</u>	<u>283</u>	75.1%	<u>181</u>	48.0%
Total	4,510	3,435	76.2%	1,475	32.7%

institutional growth in large cities, though a higher proportion of religious employment occurs there. The largest denominations, rather than the largest cities, dominate North Dakota's religious employment. The Lutheran faith group

dominates employment in six of the nine religious occupational categories. Catholics dominate the remaining three categories.

The Roman Catholic denomination not only employs the highest number of people per institution, they also employ 41.9 percent of employees classified as "Other" (not belonging to one of the nine occupational choices). ELCA has the second highest concentration of "Other" employees with 17.5 percent. Business and/or office managers were cited most frequently. These specialized religious occupations are highly concentrated in the larger cities.

Clergy are the most common religious occupation in North Dakota, accounting for 36.3 percent of all religious employment in the state, followed by secretaries with 15.7 percent. Custodians and musicians are not far behind. Non-clergy religious employment is disproportionately higher in the state's largest cities and denominations, particularly the specialized religious occupations. North Dakota's religious employment is highly, but not overly, concentrated in a few populous areas. The clergy shortage is not strictly a rural small town issue. North Dakota's largest cities are also experiencing the shortfall. The ten largest cities in North Dakota house almost 50 percent of the state's population, but only attract 31.1 percent of the total clergy. Clergy consolidation is progressing at a slower pace than the population at large.

Due to a decline in the largest segment of religious employment, clergy are called to serve a larger number of parishioners. The number of cleric staff in the state dropped 1.4 percent from 1997 to 2000. The average number of people a rural clergyman serves is generally larger than the institution average; the inverse is true for urban areas. This situation encourages small towns to share clergy, a growing trend in rural North Dakota. Institutions in rural areas outnumber clergy, therefore the dependence on lay personnel

**Table 10 – North Dakota Counties with Highest and Lowest Clergy per Capita**

<u>County</u>	<u>Population</u>	<u>Square Miles</u>	<u>Number of Institutions</u>	<u>Population per Institution</u>	<u>Total Clergy</u>	<u>Population per Clergy</u>	<u>Sq Miles per Clergy</u>	<u>Clergy per Institution</u>
Logan	2,308	992.6	20	115.4	18	128.2	55.1	0.90
Steele	2,258	712.4	15	150.5	17	132.8	41.9	1.13
Divide	2,283	1,259.5	19	120.2	17	134.3	74.1	0.89
LaMoure	4,701	1,147.2	36	130.6	33	142.5	34.8	0.92
Sheridan	1,710	971.8	15	114.0	12	142.5	81.0	0.80
Cass	123,138	1,765.2	153	804.8	193	638.0	9.1	1.26
Grand Forks	66,109	1,437.8	94	703.3	100	661.1	14.4	1.06
Burleigh	69,416	1,633.1	85	816.7	104	667.5	15.7	1.22
Oliver	2,065	723.5	3	688.3	3	688.3	241.2	1.00
Rolette	13,674	902.5	32	427.3	19	719.7	47.5	0.59

continues to increase in churches and communities around the state. The five counties with the highest cleric densities still have five times more parishioners per clergyman than the five lowest counties. Urban populations are increasing at a faster rate than religious employment in these communities.

As North Dakota's retired and elderly increase their presence in the state, the need for religious services increases, resulting in a need for new and replacement clergy, which will undoubtedly become critical in the next 25 years. In general, cleric workers are older than the entire workforce. In 1998, roughly 57 percent of the nation's clergy were 45 years of age and older, whereas the average among all workers was 33.7 percent (farmers had the highest percentage at 68.5). Even more telling: 12 percent of the nation's clergy were older than 65, compared to just 3 percent of the entire workforce. While the future job outlook for most clergy is competitive, the largest cities will continue to have the easiest time in attracting prospective workers. According to North Dakota's ten-year employment projections through 2008, it is forecasted that the need for clergy workers will increase 10.5 percent. But with an aging cleric workforce, filling upcoming vacancies becomes critical.

The mean is a mathematical average, while the median is the 50<sup>th</sup> percentile of a set of values, basically the middle value. Together, these tools paint a troubling wage picture for North Dakota's clergy. Wages for clergy in the state further solidify the differences in serving rural communities versus the state's population centers. The annual and hourly wage information tells us that when the median is higher than the mean, more than 50

percent of cleric workers are earning wages higher than the respective average. Such is the case in Fargo. But when the median is lower than the mean, which is the case in statewide and balance of state scenarios, this informs us that more than 50 percent of North Dakota's clergy earn below average wages. Once again, this emphasizes the link between population, pay, and

opportunity, and further illustrates the struggle small towns face when it comes to the retaining and attracting clergy. Clergy wage information for the Bismarck MSA and Grand Forks MSA was not available, but the general consensus is that these areas would follow the general pattern of the state's largest MSA (Fargo).

**Table 11 – Cleric Wages in North Dakota**

	<b>Annual Mean</b>	<b>Annual Median</b>	<b>Hourly Mean</b>	<b>Hourly Median</b>
Statewide - North Dakota	27,380	24,350	13.17	11.71
Fargo MSA*	29,800	32,250	14.33	15.50
Balance of State**	26,910	23,290	12.94	11.20

\*Cass County, ND & Clay County, MN.

\*\*Excludes the MSA counties of Cass, Burleigh, Grand Forks, and Morton.

Source: Occupational Wages & Employment 2001



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## CONCLUSION

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Religious institutions in North Dakota employ over 4,500 people, roughly 24 percent<sup>1</sup> more than the mining industry. Rural church infrastructure deterioration, declining parishioner populations, and clergy retention in rural areas are just a few of the numerous and, some say, critical challenges facing our religious institutions.

Whether recognized for its involved social past, subtle economic present, or visionary spiritual future, religion continues to exert influence and sometimes controversy. As the new millennium gains momentum, so will the modern-day political, cultural, and economic power of an institution reared by history and tradition.

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<sup>1</sup> *North Dakota Employment and Wages: 2000*



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## APPENDIX

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**Table 12 – Faith Group and Denomination Directory**

Faith Group Denomination	ABBREV.		
Lutheran	LUTH	Evangelical	EVAN
American Assoc. of Lutheran Churches	AALC	Christian & Missionary Alliance	ALLI
American Lutheran Church	ALC	Church of the Brethren	BRETH
Association of Free Lutheran Congregations	AFLC	Church of the Nazarene	NAZA
Church of the Lutheran Confession	LCONF	Evangelical Church of North America	EVAN
Evangelical Lutheran Church in America	ELCA	Evangelical Covenant Church	ECOV
Laestadian Congregation	LAES	Evangelical Free Church of America	EFREE
Lutheran	LUTH	Salvation Army	SALV
Lutheran Brethren Church	LBC	Seventh Day Adventists	SDA
Missouri Synod Lutheran	MSYNOD		
Wisconsin Evangelical Lutheran Synod	WELS	Pentecostal	PENT
		Assembly of God	AG
Other Reformation Churches	REFORM	Assembly of God (German District)	AGGER
Christian Reformed	CHREF	Church of God	GOD
Church of Christ	CHRIST	Church of God (Anderson)	GODANI
Episcopal Church	EPISC	Church of God - General Conference	GODGC
Free Methodist Church	FMETH	Church of God & Christ - Mennonite	GCMEN
Great Plains Congregational Fellowship	CONG	Church of God in Christ	GODCH
Independent Congregational Churches	INDCON	Church of God of Prophecy	PROPH
Mennonite	MENN	Church of God Seventh Day	GOD7
Mennonite Brethren	MENBR	Foursquare Gospel Church	4SQU
Moravian Church	MORAV	Full Gospel	FGOSP
Orthodox Presbyterian Church	ORTHP	United Pentecostal Church	PENT
Plymouth Brethren	PLYBR		
Presbyterian Church, USA	PRESB	Non-Denominational	NONDE
Presbyterian Church in America	PRESAM		
Reformed Church in America	RCA	Other	OTHER
Reformed Church in the United States	REFUS	Baha'i Faith	BAHAI
Religious Society of Friends	FRIEND	Camps	CAMP
United Church of Christ	UCC	Christian Science	CSCI
United Methodist Church	UMETH	Church of Jesus Christ of Latter Day Saints	LDS
Wesleyan Church	WESLY	Islam	ISLAM
		Jehovah's Witnesses	JEH
Catholic	CATH	Jewish - Orthodox	ORTHJ
Orthodox Church	ORTH	Jewish - Reformed	REFJ
Roman Catholic Church	CATH	Open Bible Standard	OBS
Ukrainian Catholic Church	UKR	Reorganized Church of Jesus Christ of Latter Day Saints	REORG
		Unitarian Universalist Church	UNIT
Baptist	BAPT		
American Baptist Church	ABAPT		
Baptist - General Conference	GCBAP		
Conservative Baptist Assoc. of America	CBAA		
Independent Baptist Churches	IBAPT		
North American Baptist Church	NABC		
Southern Baptist Church	SBAPT		



Table 13 - Occupational Breakdown by Faith Group

Faith Group	Clergy	Secretary	House-keeper	Book-keeper	Musician	Custodian	Youth Director	Religious Ed. Director	Lay Ministry Director	Other	Total	Percent of Total
LUTH	653	326	13	86	336	260	61	27	11	92	1,865	41.4%
CATH	314	160	101	58	72	126	29	102	22	158	1,142	25.3%
REFORM	296	94	4	18	92	78	15	15	8	33	653	14.5%
BAPT	119	33	1	4	5	44	7	2	2	13	230	5.1%
NONDE	25	10	1	1	4	2	5	2	0	2	52	1.2%
EVAN	99	39	4	10	4	33	10	3	0	17	219	4.9%
PENT	114	36	2	14	8	29	16	2	2	15	238	5.3%
OTHER	17	12	5	3	4	20	1	1	1	47	111	2.5%
TOTAL	1,637	710	131	194	525	592	144	154	46	377	4,510	100.0%

See the Faith Group and Denomination Directory on page 25 for further detail.

Table 14 - Number of Institutions by Faith Group in North Dakota's 15 Largest Cities

City	Population *	LUTH	CATH	REFORM	BAPT	NONDE	EVAN	PENT	OTHER	TOTAL	PERCENT OF STATE TOTAL
Fargo	90,599	21	12	18	10	5	7	3	9	85	5.0%
Bismarck	55,532	16	7	12	10	1	7	10	6	69	4.1%
Grand Forks	49,321	13	6	5	6	4	5	7	7	53	3.1%
Minot	36,567	15	8	9	10	5	6	6	6	65	3.8%
Mandan	16,718	6	4	4	3	1	2	1	1	22	1.3%
Dickinson	16,010	4	7	5	3	1	2	3	2	27	1.6%
Jamestown	15,527	8	1	6	4	0	6	2	2	29	1.7%
West Fargo	14,940	4	2	3	2	2	1	2	0	16	0.9%
Williston	12,512	10	2	4	3	0	4	2	3	28	1.7%
Wahpeton	8,586	2	3	3	1	0	2	3	1	15	0.9%
Devils Lake	7,222	5	1	3	1	1	2	1	2	16	0.9%
Valley City	6,826	6	2	4	1	1	3	2	0	19	1.1%
Grafton	4,516	5	1	0	2	0	2	3	1	14	0.8%
Beulah	3,152	3	1	1	2	0	3	2	1	13	0.8%
Rugby	2,939	8	1	1	0	0	1	2	2	15	0.9%

\* Census 2000 Figures

See the Faith Group and Denomination Directory on page 25 for further detail.

Table 15 - Percent of Institutions by Faith Group in North Dakota's 15 Largest Cities

City	Population *	LUTH	CATH	REFORM	BAPT	NONDE	EVAN	PENT	OTHER	TOTAL	PERCENT OF STATE TOTAL
Fargo	90,599	25%	14%	21%	12%	6%	8%	4%	11%	85	5.0%
Bismarck	55,532	23%	10%	17%	14%	1%	10%	14%	9%	69	4.1%
Grand Forks	49,321	25%	11%	9%	11%	8%	9%	13%	13%	53	3.1%
Minot	36,567	23%	12%	14%	15%	8%	9%	9%	9%	65	3.8%
Mandan	16,718	27%	18%	18%	14%	5%	9%	5%	5%	22	1.3%
Dickinson	16,010	15%	26%	19%	11%	4%	7%	11%	7%	27	1.6%
Jamestown	15,527	28%	3%	21%	14%	0%	21%	7%	7%	29	1.7%
West Fargo	14,940	25%	13%	19%	13%	13%	6%	13%	0%	16	0.9%
Williston	12,512	36%	7%	14%	11%	0%	14%	7%	11%	28	1.7%
Wahpeton	8,586	13%	20%	20%	7%	0%	13%	20%	7%	15	0.9%
Devils Lake	7,222	31%	6%	19%	6%	6%	13%	6%	13%	16	0.9%
Valley City	6,826	32%	11%	21%	5%	5%	16%	11%	0%	19	1.1%
Grafton	4,516	36%	7%	0%	14%	0%	14%	21%	7%	14	0.8%
Beulah	3,152	23%	8%	8%	15%	0%	23%	15%	8%	13	0.8%
Rugby	2,939	53%	7%	7%	0%	0%	7%	13%	13%	15	0.9%

\* Census 2000 Figures

See the Faith Group and Denomination Directory on page 25 for further detail.

Table 16 - Religious Employment Statistics in North Dakota's 15 Largest Cities

City	Population *	Percent of Total	Number of Institutions	Percent of Total	Population per Institution	Total Religious Employment	Percent of Total	Employment per Institution	Total Clergy	Percent of Total	Population per Clergy	Denominations Present
Fargo	90,599	14.1%	85	5.0%	1,065.9	493	10.9%	5.8	127	7.8%	713.4	38
Bismarck	55,532	8.6%	69	4.1%	804.8	395	8.8%	5.7	90	5.5%	617.0	39
Grand Forks	49,321	7.7%	53	3.1%	930.6	253	5.6%	4.8	63	3.8%	782.9	32
Minot	36,567	5.7%	65	3.8%	562.6	245	5.4%	3.8	66	4.0%	554.0	37
Mandan	16,718	2.6%	22	1.3%	759.9	89	2.0%	4.0	24	1.5%	696.6	14
Dickinson	16,010	2.5%	27	1.6%	593.0	72	1.6%	2.7	22	1.3%	727.7	21
Jamestown	15,527	2.4%	29	1.7%	535.4	133	2.9%	4.6	30	1.8%	517.6	23
West Fargo	14,940	2.3%	16	0.9%	933.8	65	1.4%	4.1	18	1.1%	830.0	13
Williston	12,512	1.9%	28	1.7%	446.9	102	2.3%	3.6	42	2.6%	297.9	21
Wahpeton	8,586	1.3%	15	0.9%	572.4	57	1.3%	3.8	28	1.7%	306.6	13
Devils Lake	7,222	1.1%	16	0.9%	451.4	45	1.0%	2.8	16	1.0%	451.4	14
Valley City	6,826	1.1%	19	1.1%	359.3	95	2.1%	5.0	19	1.2%	359.3	14
Grafton	4,516	0.7%	14	0.8%	322.6	47	1.0%	3.4	14	0.9%	322.6	12
Beulah	3,152	0.5%	13	0.8%	242.5	33	0.7%	2.5	13	0.8%	242.5	13
Rugby	2,939	0.5%	15	0.9%	195.9	30	0.7%	2.0	14	0.9%	209.9	10

\* Census 2000 Figures

Table 17 - Number of Institutions by Faith Group by County

County	Population *	LUTH	CATH	REFORM	BAPT	NONDE	EVAN	PENT	OTHER	TOTAL
Adams	2,593	8	2	3	1	0	1	1	1	17
Barnes	11,775	17	6	6	1	1	3	3	0	37
Benson	6,964	18	9	2	1	0	2	2	1	35
Billings	888	2	1	1	0	0	0	0	0	4
Bottineau	7,149	17	4	3	1	1	2	0	4	32
Bowman	3,242	5	3	3	1	0	1	1	0	14
Burke	2,242	8	3	2	1	0	0	2	1	17
Burleigh	69,416	20	10	18	11	1	8	11	6	85
Cass	123,138	48	22	40	12	7	8	6	10	153
Cavalier	4,831	7	8	9	1	0	2	1	0	28
Dickey	5,757	8	3	5	2	1	4	3	2	28
Divide	2,283	13	2	2	0	0	0	2	0	19
Dunn	3,600	4	4	0	2	0	0	0	0	10
Eddy	2,757	8	1	2	0	0	1	0	0	12
Emmons	4,331	3	7	6	1	0	0	1	0	18
Foster	3,759	4	2	1	2	0	3	1	2	15
Golden Valley	1,924	4	2	0	0	0	2	0	1	9
Grand Forks	66,109	35	9	13	10	5	6	9	7	94
Grant	2,841	7	3	8	1	0	1	1	0	21
Griggs	2,754	12	2	1	0	1	2	1	0	19
Hettinger	2,715	4	3	4	0	0	1	2	0	14
Kidder	2,753	7	4	7	0	1	1	0	0	20
LaMoure	4,701	12	6	11	1	1	3	2	0	36
Logan	2,308	5	3	4	4	0	2	2	0	20
McHenry	5,987	15	6	6	3	0	0	0	1	31
McIntosh	3,390	4	3	4	3	0	0	2	0	16

\* Census 2000 Figures

See the Faith Group and Denomination Directory on page 25 for further detail.

Table 17 - Number of Institutions by Faith Group by County

County	Population *	LUTH	CATH	REFORM	BAPT	NONDE	EVAN	PENT	OTHER	TOTAL
McKenzie	5,737	13	5	6	2	0	3	1	0	30
McLean	9,311	17	6	8	5	1	2	3	1	43
Mercer	8,644	12	2	4	4	0	3	4	1	30
Morton	25,303	10	13	14	5	1	2	2	2	49
Mountrail	6,631	16	4	3	2	1	1	3	1	31
Nelson	3,715	15	6	2	0	1	0	0	0	24
Oliver	2,065	2	1	0	0	0	0	0	0	3
Pembina	8,585	16	9	17	1	0	2	3	0	48
Pierce	4,675	10	5	2	0	0	1	2	2	22
Ramsey	12,066	14	4	6	1	1	2	1	2	31
Ransom	5,890	10	3	4	1	0	2	1	1	22
Renville	2,610	9	3	2	1	0	1	0	0	16
Richland	17,998	24	10	8	1	0	2	3	1	49
Rolette	13,674	9	10	4	2	0	1	4	2	32
Sargent	4,366	8	6	5	1	0	0	1	1	22
Sheridan	1,710	3	1	5	3	0	2	1	0	15
Sioux	4,044	0	5	2	5	0	0	1	2	15
Slope	767	1	1	0	0	1	0	0	0	3
Stark	22,636	8	18	7	5	2	2	3	2	47
Steele	2,258	9	2	2	0	0	0	1	1	15
Stutsman	21,908	15	8	14	5	0	9	3	2	56
Towner	2,876	5	3	3	0	0	1	1	0	13
Traill	8,477	28	4	2	0	0	1	0	1	36
Walsh	12,389	19	12	5	3	1	2	3	2	47
Ward	58,795	32	13	14	15	6	9	6	6	101
Wells	5,102	11	5	2	3	2	7	3	0	33

\* Census 2000 Figures

See the Faith Group and Denomination Directory on page 25 for further detail.

Table 17 - Number of Institutions by Faith Group by County

County	Population *	LUTH	CATH	REFORM	BAPT	NONDE	EVAN	PENT	OTHER	TOTAL
Williams	19,761	27	6	5	4	0	5	4	3	54
ND Statewide	642,200	638	293	307	128	36	113	107	69	1,691

\* Census 2000 Figures

See the Faith Group and Denomination Directory on page 25 for further detail.

Table 18 - Percent of Institutions by Faith Group by County

County	Population *	LUTH	CATH	REFORM	BAPT	NONDE	EVAN	PENT	OTHER	TOTAL
Adams	2,593	47%	12%	18%	6%	0%	6%	6%	6%	17
Barnes	11,775	46%	16%	16%	3%	3%	8%	8%	0%	37
Benson	6,964	51%	26%	6%	3%	0%	6%	6%	3%	35
Billings	888	50%	25%	25%	0%	0%	0%	0%	0%	4
Bottineau	7,149	53%	13%	9%	3%	3%	6%	0%	13%	32
Bowman	3,242	36%	21%	21%	7%	0%	7%	7%	0%	14
Burke	2,242	47%	18%	12%	6%	0%	0%	12%	6%	17
Burleigh	69,416	24%	12%	21%	13%	1%	9%	13%	7%	85
Cass	123,138	31%	14%	26%	8%	5%	5%	4%	7%	153
Cavalier	4,831	25%	29%	32%	4%	0%	7%	4%	0%	28
Dickey	5,757	29%	11%	18%	7%	4%	14%	11%	7%	28
Divide	2,283	68%	11%	11%	0%	0%	0%	11%	0%	19
Dunn	3,600	40%	40%	0%	20%	0%	0%	0%	0%	10
Eddy	2,757	67%	8%	17%	0%	0%	8%	0%	0%	12
Emmons	4,331	17%	39%	33%	6%	0%	0%	6%	0%	18
Foster	3,759	27%	13%	7%	13%	0%	20%	7%	13%	15
Golden Valley	1,924	44%	22%	0%	0%	0%	22%	0%	11%	9
Grand Forks	66,109	37%	10%	14%	11%	5%	6%	10%	7%	94
Grant	2,841	33%	14%	38%	5%	0%	5%	5%	0%	21
Griggs	2,754	63%	11%	5%	0%	5%	11%	5%	0%	19
Hettinger	2,715	29%	21%	29%	0%	0%	7%	14%	0%	14
Kidder	2,753	35%	20%	35%	0%	5%	5%	0%	0%	20
LaMoure	4,701	33%	17%	31%	3%	3%	8%	6%	0%	36
Logan	2,308	25%	15%	20%	20%	0%	10%	10%	0%	20
McHenry	5,987	48%	19%	19%	10%	0%	0%	0%	3%	31
McIntosh	3,390	25%	19%	25%	19%	0%	0%	13%	0%	16

\* Census 2000 Figures

See the Faith Group and Denomination Directory on page 25 for further detail.

Table 18 - Percent of Institutions by Faith Group by County

County	Population *	LUTH	CATH	REFORM	BAPT	NONDE	EVAN	PENT	OTHER	TOTAL
McKenzie	5,737	43%	17%	20%	7%	0%	10%	3%	0%	30
McLean	9,311	40%	14%	19%	12%	2%	5%	7%	2%	43
Mercer	8,644	40%	7%	13%	13%	0%	10%	13%	3%	30
Morton	25,303	20%	27%	29%	10%	2%	4%	4%	4%	49
Mountrail	6,631	52%	13%	10%	6%	3%	3%	10%	3%	31
Nelson	3,715	63%	25%	8%	0%	4%	0%	0%	0%	24
Oliver	2,065	67%	33%	0%	0%	0%	0%	0%	0%	3
Pembina	8,585	33%	19%	35%	2%	0%	4%	6%	0%	48
Pierce	4,675	45%	23%	9%	0%	0%	5%	9%	9%	22
Ramsey	12,066	45%	13%	19%	3%	3%	6%	3%	6%	31
Ransom	5,890	45%	14%	18%	5%	0%	9%	5%	5%	22
Renville	2,610	56%	19%	13%	6%	0%	6%	0%	0%	16
Richland	17,998	49%	20%	16%	2%	0%	4%	6%	2%	49
Rolette	13,674	28%	31%	13%	6%	0%	3%	13%	6%	32
Sargent	4,366	36%	27%	23%	5%	0%	0%	5%	5%	22
Sheridan	1,710	20%	7%	33%	20%	0%	13%	7%	0%	15
Sioux	4,044	0%	33%	13%	33%	0%	0%	7%	13%	15
Slope	767	33%	33%	0%	0%	33%	0%	0%	0%	3
Stark	22,636	17%	38%	15%	11%	4%	4%	6%	4%	47
Steele	2,258	60%	13%	13%	0%	0%	0%	7%	7%	15
Stutsman	21,908	27%	14%	25%	9%	0%	16%	5%	4%	56
Towner	2,876	38%	23%	23%	0%	0%	8%	8%	0%	13
Trail	8,477	78%	11%	6%	0%	0%	3%	0%	3%	36
Walsh	12,389	40%	26%	11%	6%	2%	4%	6%	4%	47
Ward	58,795	32%	13%	14%	15%	6%	9%	6%	6%	101
Wells	5,102	33%	15%	6%	9%	6%	21%	9%	0%	33

\* Census 2000 Figures

See the Faith Group and Denomination Directory on page 25 for further detail.

Table 18 - Percent of Institutions by Faith Group by County

County	Population *	LUTH	CATH	REFORM	BAPT	NONDE	EVAN	PENT	OTHER	TOTAL
Williams	19,761	50%	11%	9%	7%	0%	9%	7%	6%	54
ND Statewide	642,200	38%	17%	18%	8%	2%	7%	6%	4%	1,691

\* Census 2000 Figures

See the Faith Group and Denomination Directory on page 25 for further detail.

Table 19 - Religious Employment Statistics by County

County	Population *	Pop. Rank	Number of Institutions	Population per Institution	Total Religious Employment	Employment per Institution	Total Clergy	Population per Clergy	Area in Sq Miles*	Population Density	Sq Miles per Institution	Sq Miles per Clergy
Adams	2,593	44	17	152.5	25	1.5	13	199.5	987.9	2.6	58.1	76.0
Barnes	11,775	13	37	318.2	128	3.5	34	346.3	1,491.6	7.9	40.3	43.9
Benson	6,964	19	35	199.0	51	1.5	32	217.6	1,380.6	5.0	39.4	43.1
Billings	888	52	4	222.0	17	4.3	2	444.0	1,151.4	0.8	287.9	575.7
Bottineau	7,149	18	32	223.4	75	2.3	27	264.8	1,668.6	4.3	52.1	61.8
Bowman	3,242	36	14	231.6	35	2.5	15	216.1	1,162.0	2.8	83.0	77.5
Burke	2,242	48	17	131.9	29	1.7	15	149.5	1,103.5	2.0	64.9	73.6
Burleigh	69,416	2	85	816.7	425	5.0	104	667.5	1,633.1	42.5	19.2	15.7
Cass	123,138	1	153	804.8	681	4.5	193	638.0	1,765.2	69.8	11.5	9.1
Cavalier	4,831	26	28	172.5	45	1.6	24	201.3	1,488.5	3.2	53.2	62.0
Dickey	5,757	23	28	205.6	59	2.1	25	230.3	1,131.0	5.1	40.4	45.2
Divide	2,283	46	19	120.2	32	1.7	17	134.3	1,259.5	1.8	66.3	74.1
Dunn	3,600	34	10	360.0	20	2.0	9	400.0	2,009.6	1.8	201.0	223.3
Eddy	2,757	39	12	229.8	17	1.4	10	275.7	630.1	4.4	52.5	63.0
Emmons	4,331	30	18	240.6	40	2.2	15	288.7	1,509.9	2.9	83.9	100.7
Foster	3,759	32	15	250.6	35	2.3	14	268.5	635.2	5.9	42.3	45.4
Golden Valley	1,924	50	9	213.8	25	2.8	6	320.7	1,002.0	1.9	111.3	167.0
Grand Forks	66,109	3	94	703.3	340	3.6	100	661.1	1,437.8	46.0	15.3	14.4
Grant	2,841	38	21	135.3	31	1.5	19	149.5	1,659.5	1.7	79.0	87.3
Griggs	2,754	40	19	144.9	38	2.0	18	153.0	708.5	3.9	37.3	39.4
Hettinger	2,715	42	14	193.9	21	1.5	11	246.8	1,132.3	2.4	80.9	102.9
Kidder	2,753	41	20	137.7	25	1.3	16	172.1	1,350.8	2.0	67.5	84.4
LaMoure	4,701	27	36	130.6	53	1.5	33	142.5	1,147.2	4.1	31.9	34.8
Logan	2,308	45	20	115.4	33	1.7	18	128.2	992.6	2.3	49.6	55.1

\* Census 2000 Figures

Table 19 - Religious Employment Statistics by County

County	Population *	Pop. Rank	Number of Institutions	Population per Institution	Total Religious Employment	Employment per Institution	Total Clergy	Population per Clergy	Area in Sq Miles*	County Population Density	Sq Miles per Institution	Sq Miles per Clergy
McHenry	5,987	21	31	193.1	44	1.4	26	230.3	1,874.1	3.2	60.5	72.1
McIntosh	3,390	35	16	211.9	32	2.0	14	242.1	975.2	3.5	60.9	69.7
McKenzie	5,737	24	30	191.2	53	1.8	23	249.4	2,742.0	2.1	91.4	119.2
McLean	9,311	14	43	216.5	106	2.5	38	245.0	2,110.0	4.4	49.1	55.5
Mercer	8,644	15	30	288.1	68	2.3	27	320.1	1,045.5	8.3	34.8	38.7
Morton	25,303	5	49	516.4	146	3.0	48	527.1	1,926.3	13.1	39.3	40.1
Mountrail	6,631	20	31	213.9	45	1.5	24	276.3	1,823.9	3.6	58.8	76.0
Nelson	3,715	33	24	154.8	43	1.8	20	185.8	981.6	3.8	40.9	49.1
Oliver	2,065	49	3	688.3	17	5.7	3	688.3	723.5	2.9	241.2	241.2
Pembina	8,585	16	48	178.9	79	1.6	42	204.4	1,118.8	7.7	23.3	26.6
Pierce	4,675	28	22	212.5	34	1.5	17	275.0	1,017.8	4.6	46.3	59.9
Ramsey	12,066	12	31	389.2	68	2.2	29	416.1	1,184.8	10.2	38.2	40.9
Ransom	5,890	22	22	267.7	49	2.2	20	294.5	862.7	6.8	39.2	43.1
Renville	2,610	43	16	163.1	24	1.5	15	174.0	874.8	3.0	54.7	58.3
Richland	17,998	9	49	367.3	198	4.0	60	300.0	1,436.7	12.5	29.3	23.9
Rolette	13,674	10	32	427.3	71	2.2	19	719.7	902.5	15.2	28.2	47.5
Sargent	4,366	29	22	198.5	30	1.4	17	256.8	858.8	5.1	39.0	50.5
Sheridan	1,710	51	15	114.0	18	1.2	12	142.5	971.8	1.8	64.8	81.0
Sioux	4,044	31	15	269.6	23	1.5	9	449.3	1,094.1	3.7	72.9	121.6
Slope	767	53	3	255.7	3	1.0	2	383.5	1,217.9	0.6	406.0	609.0
Stark	22,636	6	47	481.6	139	3.0	49	462.0	1,338.2	16.9	28.5	27.3
Steele	2,258	47	15	150.5	26	1.7	17	132.8	712.4	3.2	47.5	41.9
Stutsman	21,908	7	56	391.2	165	2.9	52	421.3	2,221.4	9.9	39.7	42.7

\* Census 2000 Figures

Table 19 - Religious Employment Statistics by County

County	Population *	Pop. Rank	Number of Institutions	Population per Institution	Total Religious Employment	Employment per Institution	Total Clergy	Population per Clergy	Area in Sq Miles*	County Population Density	Sq Miles per Institution	Sq Miles per Clergy
Towner	2,876	37	13	221.2	31	2.4	12	239.7	1,024.6	2.8	78.8	85.4
Traill	8,477	17	36	235.5	84	2.3	37	229.1	861.9	9.8	23.9	23.3
Walsh	12,389	11	47	263.6	109	2.3	42	295.0	1,281.7	9.7	27.3	30.5
Ward	58,795	4	101	582.1	314	3.1	99	593.9	2,012.9	29.2	19.9	20.3
Wells	5,102	25	33	154.6	55	1.7	25	204.1	1,271.3	4.0	38.5	50.9
Williams	19,761	8	54	365.9	156	2.9	69	286.4	2,070.5	9.5	38.3	30.0
ND Statewide	642,200		1,691	379.8	4,510	2.7	1,637	392.3	68,975.9	9.3	40.8	42.1

\* Census 2000 Figures

Table 20 - More Religious Employment Statistics by County

County	Population *	Percent of Total	Number of Institutions	Percent of Total	Total Religious Employment	Percent of Total	Employment per Institution	Total Clergy	Percent of Total	Clergy per Institution	Denominations Present
Adams	2,593	0.4%	17	1.0%	25	0.6%	1.5	13	0.8%	0.76	9
Barnes	11,775	1.8%	37	2.2%	128	2.8%	3.5	34	2.1%	0.92	16
Benson	6,964	1.1%	35	2.1%	51	1.1%	1.5	32	2.0%	0.91	11
Billings	888	0.1%	4	0.2%	17	0.4%	4.3	2	0.1%	0.50	3
Bottineau	7,149	1.1%	32	1.9%	75	1.7%	2.3	27	1.6%	0.84	13
Bowman	3,242	0.5%	14	0.8%	35	0.8%	2.5	15	0.9%	1.07	8
Burke	2,242	0.3%	17	1.0%	29	0.6%	1.7	15	0.9%	0.88	10
Burleigh	69,416	10.8%	85	5.0%	425	9.4%	5.0	104	6.4%	1.22	40
Cass	123,138	19.2%	153	9.0%	681	15.1%	4.5	193	11.8%	1.26	42
Cavalier	4,831	0.8%	28	1.7%	45	1.0%	1.6	24	1.5%	0.86	11
Dickey	5,757	0.9%	28	1.7%	59	1.3%	2.1	25	1.5%	0.89	15
Divide	2,283	0.4%	19	1.1%	32	0.7%	1.7	17	1.0%	0.89	7
Dunn	3,600	0.6%	10	0.6%	20	0.4%	2.0	9	0.5%	0.90	4
Eddy	2,757	0.4%	12	0.7%	17	0.4%	1.4	10	0.6%	0.83	6
Emmons	4,331	0.7%	18	1.1%	40	0.9%	2.2	15	0.9%	0.83	9
Foster	3,759	0.6%	15	0.9%	35	0.8%	2.3	14	0.9%	0.93	12
Golden Valley	1,924	0.3%	9	0.5%	25	0.6%	2.8	6	0.4%	0.67	6
Grand Forks	66,109	10.3%	94	5.6%	340	7.5%	3.6	100	6.1%	1.06	34
Grant	2,841	0.4%	21	1.2%	31	0.7%	1.5	19	1.2%	0.90	11
Griggs	2,754	0.4%	19	1.1%	38	0.8%	2.0	18	1.1%	0.95	9
Hettinger	2,715	0.4%	14	0.8%	21	0.5%	1.5	11	0.7%	0.79	6
Kidder	2,753	0.4%	20	1.2%	25	0.6%	1.3	16	1.0%	0.80	9
LaMoure	4,701	0.7%	36	2.1%	53	1.2%	1.5	33	2.0%	0.92	14
Logan	2,308	0.4%	20	1.2%	33	0.7%	1.7	18	1.1%	0.90	10

\* Census 2000 Figures

Table 20 - More Religious Employment Statistics by County

County	Population *	Percent of Total	Number of Institutions	Percent of Total	Total Religious Employment	Percent of Total	Employment per Institution	Total Clergy	Percent of Total	Clergy per Institution	Denominations Present
McHenry	5,987	0.9%	31	1.8%	44	1.0%	1.4	26	1.6%	0.84	10
McIntosh	3,390	0.5%	16	0.9%	32	0.7%	2.0	14	0.9%	0.88	9
McKenzie	5,737	0.9%	30	1.8%	53	1.2%	1.8	23	1.4%	0.77	12
McLean	9,311	1.4%	43	2.5%	106	2.4%	2.5	38	2.3%	0.88	15
Mercer	8,644	1.3%	30	1.8%	68	1.5%	2.3	27	1.6%	0.90	16
Morton	25,303	3.9%	49	2.9%	146	3.2%	3.0	48	2.9%	0.98	20
Mountrail	6,631	1.0%	31	1.8%	45	1.0%	1.5	24	1.5%	0.77	12
Nelson	3,715	0.6%	24	1.4%	43	1.0%	1.8	20	1.2%	0.83	7
Oliver	2,065	0.3%	3	0.2%	17	0.4%	5.7	3	0.2%	1.00	3
Pembina	8,585	1.3%	48	2.8%	79	1.8%	1.6	42	2.6%	0.88	11
Pierce	4,675	0.7%	22	1.3%	34	0.8%	1.5	17	1.0%	0.77	11
Ramsey	12,066	1.9%	31	1.8%	68	1.5%	2.2	29	1.8%	0.94	14
Ransom	5,890	0.9%	22	1.3%	49	1.1%	2.2	20	1.2%	0.91	11
Renville	2,610	0.4%	16	0.9%	24	0.5%	1.5	15	0.9%	0.94	7
Richland	17,998	2.8%	49	2.9%	198	4.4%	4.0	60	3.7%	1.22	14
Rolette	13,674	2.1%	32	1.9%	71	1.6%	2.2	19	1.2%	0.59	15
Sargent	4,366	0.7%	22	1.3%	30	0.7%	1.4	17	1.0%	0.77	8
Sheridan	1,710	0.3%	15	0.9%	18	0.4%	1.2	12	0.7%	0.80	8
Sioux	4,044	0.6%	15	0.9%	23	0.5%	1.5	9	0.5%	0.60	6
Slope	767	0.1%	3	0.2%	3	0.1%	1.0	2	0.1%	0.67	3
Stark	22,636	3.5%	47	2.8%	139	3.1%	3.0	49	3.0%	1.04	22
Steele	2,258	0.4%	15	0.9%	26	0.6%	1.7	17	1.0%	1.13	7
Stutsman	21,908	3.4%	56	3.3%	165	3.7%	2.9	52	3.2%	0.93	25
Towner	2,876	0.4%	13	0.8%	31	0.7%	2.4	12	0.7%	0.92	7

\* Census 2000 Figures

Table 20 - More Religious Employment Statistics by County

County	Population *	Percent of Total	Number of Institutions	Percent of Total	Total Religious Employment	Percent of Total	Employment per Institution	Total Clergy	Percent of Total	Clergy per Institution	Denominations Present
Traill	8,477	1.3%	36	2.1%	84	1.9%	2.3	37	2.3%	1.03	9
Walsh	12,389	1.9%	47	2.8%	109	2.4%	2.3	42	2.6%	0.89	17
Ward	58,795	9.2%	101	6.0%	314	7.0%	3.1	99	6.0%	0.98	40
Wells	5,102	0.8%	33	2.0%	55	1.2%	1.7	25	1.5%	0.76	13
Williams	19,761	3.1%	54	3.2%	156	3.5%	2.9	69	4.2%	1.28	23
ND Statewide	642,200	100.0%	1,691	100.0%	4,510	100.0%	2.7	1,637	100.0%	0.97	70

\* Census 2000 Figures

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